

A new program that allows workers in Oregon to take paid time off for some of life's most important moments that impact our families, health and safety.



Family Leave – to care for a family member with a serious illness or injury, or to bond with a new child after birth, adoption or foster care placement.



Medical Leave – during one's own serious health condition.



Safe Leave – for survivors of sexual assault, domestic violence, harassment, or stalking.

When will the Paid Leave program start?

Employers will begin payroll contributions in January 2023, and workers will be able to apply for benefits in September 2023.

Benefits:

- \$** Up to 12 weeks of paid leave per benefit year (up to 14 weeks for pregnancy-related medical leave). You can take leave a week or a single day at a time.
- \$** If you have been with your employer for more than 90 days, your job remains protected and safe while you use paid leave. Your employer cannot penalize you for using paid leave.
- \$** Benefit payments depend on your wages and/or income compared to the statewide average weekly wage; many will receive 100% wage replacement.

Who is covered? Any employee who has earned at least \$1,000 during the year prior to claiming paid leave may be eligible. Most employees working in Oregon will be covered. Tribal governments, self-employed business owners, and independent contractors may choose to participate by notifying the paid leave program.

How is this funded?

The paid leave program is funded by a trust fund. Both workers and employers contribute to the trust fund through payroll taxes. By November 2022, the Employment Department will set the contribution rate, which may be up to 1 % of an employee's total wages.

Oregon employers will begin contributing to the paid leave trust fund on January 1, 2023. Once the rate is set, large employers will contribute 40%, and employees will contribute 60% of the total contribution for each individual. Small employers, those with fewer than 25 employees, are not required to contribute. However, grants will be available for those that choose to do pay their 40%.

Equivalent Plans.

Employers may elect to provide their own paid leave plan for their employees. These plans must provide equal to or greater benefits to employees to the state's paid leave plan, and they may not cost more for employees than the state's plan. The paid leave program must approve all employers' equivalent plans. Employers may start submitting applications for equivalent plans in September 2022.

Get involved.

Currently we are creating the rules that will dictate how the paid leave program will work. We want to build a program that works for all Oregonians. We invite you to attend a public hearing or send us your comments. You can find out more on the paid leave website at oregon.gov/employ/pfml in the section for the [Rulemaking Advisory Committee](#).

Learn More.



Visit oregon.gov/employ/pfml and subscribe to [email updates](#).



Email us at paidleave@oregon.gov.



Call us at 503-370-5800.